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## COMPETITION AMONG SKILLED WORKERS AND TECHNICAL ENGINEERS IN NONFERROUS METALLURGICAL PLANTS

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The nonferrous metallurgical industry is successfully meeting the quotas established in honor of the 30th anniversary of the Great October Socialist Revolution. By 1 September, the 8-month plan for the output of over-all production was fulfilled 104.3 percent.

In this attempt to exceed the quota in the postwar Stalin Five-Year Plan, a great role is being played by skilled workers and technical engineers. More than 80 percent of the production heads, enrolled in All-Union Socialist Competition, are assuring the fulfillment of the production pledges made by the workers in nonferrous metallurgical plants.

The initiative of Nikolay Rossiyskiy, Moscorite foreman, who organized collective Stakhanovite labor in his sector and Aleksandr Ivanov, Ural technologist, who applied new, highly productive methods in processing parts, was supported by the party and union organizations of the plants. These innovations were taken up in the nonferrous metallurgical plants of the Urals, Transcaucasia, Central Asia, Siberia, and the Far East.

The foremen in their respective sectors worked out and applied plans for incorporating Stakhanovite labor methods in their work. This has aided many formerly backward workers to reach the level of the most advanced, and has helped to uncover and utilize new reserves for the further rise in labor productivity and the increase in output. The technical engineers compete among themselves similarly.

The Balkhash, Copper-Smelting Plant [Karaganda Oblast] did not fulfill its plan for the first quarter of 1947. Vladimir Mal'nikov, one of the plant technicians, following the example of Aleksandr Ivanov, together with the shop foremen, radically reformed the organization of labor in feeding the converters. As a result, the duration of one smelting was reduced 20 percent, while the time required for teeming the copper was reduced 22 percent. The union's shop committee seized on this innovation and acquainted other technicians and skilled workers with it in detail.



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The operators of the reverberatory furnaces followed the example of the converter operators. They worked out a new, more intensive schedule for the technological process and assumed increased production obligations, which they are successfully exceeding.

The Alaverdi Copper-Smelting Plant [Armenia] has likewise excelled in fulfilling its plans from month to month in the pre-October competition under the direction of the technician personnel. Melkonyan, Kazakov, and Zarapov, technical engineers, in cooperation with the skilled workers have reorganized the operation of the converters; they introduced a new procedure for charging them, and established a method whereby one skilled worker carries on the whole operation from the charging of the converter to obtaining the finished product. Thus, the lack of personal responsibility was eliminated, and the skilled worker became the boss of the entire operation and began to concern himself more about production preparation. In this same plant the output of certain converters was increased as much as 50 percent.

High-speed smelting is one of the decisive means for increasing the output in the production of nonferrous metals. The Ministry of Nonferrous Metallurgy and the Central Council of the Nonferrous Metal Workers' Trade Union, with the aim of disseminating the positive results accumulated by leading enterprises in high-speed smelting, sent out brigades of skilled workers to aid the reconstructed plants. Thus, skilled smelters were sent out from Ural enterprises to the Kharkov Nonferrous Scrap Metal Plant.

Metallurgical workers coming to Moscow often visit the Moscow Scrap Metal Plant ("Mosvtormet") to study the experience of the best smelters. Outstanding progress at this plant was attained by Fedor Kozlov and Yegor Romanshin, both skilled smelters, under whose direction the brigades of Filippov and Rodionov sharply increased production. In August 1947 the amount of metal removed per cubic meter of furnace sole by these two brigades had increased 33.4 percent over the figure for 1945.

The delivery of the charge to the furnace has been mechanized. All this has a beneficial effect on lowering the cost of production. The "Mostvormet" Plant completed its 10-month plan ahead of schedule and has saved the State approximately 4 million rubles.

More than 100,000 workers, engineers and technicians, eager to improve their own qualifications, are now studying in plants. New workers study in groups and individually. In one to 3 months they assimilate the minimum technical knowledge under the direction of the foremen. In 5-month courses, without interruption of production, concentrators, smelters, roller operators, and molders raise their qualifications. Having completed the course, they undergo examinations, and then the qualifications commissions establish new and higher ratings for them. In the majority of plants there are Stakhanovite schools, where eminent people in the shops share their experience with the workers. The foremen and technicians attend short-term courses for raising their qualifications. The procedure of mandatory examinations has also been set up for them.

The Moscow Hard Alloys Combine benefited much from innovations introduced by Nikolay Rossiyskiy at the "Kalibr" Plant. Foremen from the Combine visited Rossiyskiy at the "Kalibr" Plant, and as a result redistributed workers at the Combine, combined operations, thereby freeing workers from a number of superfluous operations, and raised the standards of production. Now all the workers of their sections are systematically fulfilling their assignments 150-170 percent. Constant improvement of production technique and a high degree of labor organization have permitted the Combine to carry out its 10-month program 2 months ahead of schedule.

In a number of nonferrous metallurgical plants a new form of socialist aid has recently spread more and more: guidance of shifts, brigades, sectors, and shops by scientific workers, engineers, and laboratory workers.

This practice has had its counterpart in the Ural Aluminum Plant, where not long ago hundreds of [illegible] workers arrived. These were not equipped to deal with the complex process of making aluminum. Five engineers were prevailed upon to help teach the new arrivals. Another innovation was the organization, in aluminum oxide shops, of a youth shift, instructed by laboratory workers on how to handle their instruments and equipment. At the close of work, meetings of the shift are held to discuss defects and ways of following the schedule for the next day.

Foremen and technicians, in an attempt to fulfill the state production plans with the least possible expenditure of effort and means have in the first half of 1947 alone proposed more than 7,000 inventions and suggestions for efficiency. The economy realized from the adoption of only a little more than half of these, reached 60 million rubles.

However, in spite of the great and inexhaustible internal reserves of Soviet industry, the various trade-union organizations, including even the Central Committee of the Union, do not display the requisite energy in accepting and implementing the proposals. The same criticism is made of the plant managers.

Gayvoronskiy, Director of the Belovskiy Zinc Plant, and Kozhin, Chairman of the Plant Committee, for example, not once assembled the technicians and foremen, nor talked with them about incorporating the valuable innovations of N. Rossiyskiy and A. Ivanov. Alekseyev, director of the Chimkent Lead Plant, and Yelmanov, Chairman of the plant committee, likewise did not have time for that.

The first convention of the Nonferrous Metallurgical Workers' Trade Union met recently. At that time, it was decided that much still remained to be done, and that the progress made to date should not be exaggerated.

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